

Panaji, 16th June, 1981 (Jyaistha 26, 1903)

SERIES II No. II

OFFICIAL GAZETTE

GOVERNMENT OF GOA, DAMAN AND DIU

EXTRAORDINARY

GOVERNMENT OF GOA, DAMAN AND DIU

Industries and Labour Department

Order

No. 28/22/81-ILD

WHEREAS an industrial dispute between the management of M/S Madras Rubber Factory Ltd., Usgao, Ponda-Goa and their Workmen through M.R.F. and Rubber Industries Workers' Union, Ponda Goa has been referred by the Lieutenant Governor of Goa, Daman and Diu under clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) hereinafter called as "the said Act") to the Industrial Tribunal, Goa, Daman and Diu, Panaji for adjudication vide Order No. 28/22/81-ILD dated 15th June, 1981.

AND WHEREAS a strike by the workmen of M/s Madras Rubber Factory Ltd., Usgao, Ponda-Goa in connection with the aforesaid dispute is in existence on the date of the aforesaid reference.

NOW THEREFORE, in exercise of the powers conferred by sub-section (3) of section 10 of the said Act, the Lieutenant Governor of Goa, Daman and Diu hereby prohibits the continuance of the aforesaid strike.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

N. D. Vengurlekar, Under Secretary (Industries and Labour).

Panaji, 16th June, 1981.

Order

No. 28/22/81-ILD

Whereas the Lieutenant Governor of Goa, Daman and Diu is of the opinion that an industrial dispute exists between the management of M/s. Madras Rubber Factory Ltd., (MRF Ltd.) Usgao, Ponda-Goa and their workmen represented by the Goa MRF and Rubber Industries Workers' Union, Ponda-Goa in respect of the matters specified in the Schedule hereto annexed (hereinafter referred to as the said dispute).

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Lieutenant

Governor of Goa, Daman and Diu hereby refers the said dispute to the Industrial Tribunal, Goa, Daman and Diu, for adjudication.

SCHEDULE

"Whether the demand of the workmen of the M.R.F., Ponda, Goa raised in the Charter and incorporated hereunder is legal and justified?".

1. Pay Scales and Classification:

The present classification and gradation of workmen to be changed to Group I, Group II, Group III, Group IV and Group V with the piece rate wage of Rs. 30/-, Rs. 25/-, Rs. 20/-, Rs. 15/- and Rs. 10/- respectively.

2. Pay Scales for Engineering Workmen:

The engineering workmen of the factory to be paid fixed monthly salary as against the present piece rate system of wage payment. Such fixation to be done for the engineering workmen starting from the highest salary of Group I Operator.

3. Dearness Allowance:

Fixed dearness allowance to be introduced at the rate of Rs. 550/- per month to all the workmen.

4. Variable Dearness Allowance:

Variable Dearness Allowance to be introduced at the rate of Rs. 2/- per point for rise or fall beyond 371 points of All India Consumers Price Index with Rs. 60-100 as base; Such variable dearness allowance to be adjusted every quarter based on the average workmen for quarter ending September, December, March and June. Such changes in the D.A. and V.D.A. to be introduced with effect from 1-10-1980.

5. Weightage:

Weightage in service to be given according to seniority at the rate of Rs. 15/- for every completed year of service from the date of joining.

6. Privilege Leave:

Earned leave to be granted at the rate of one day for every ten days of attendance in the calendar year, and absence on account of leave or sickness, special leave, privilege leave or leave under the Employees' State Insurance Scheme should be included as day's work for the purpose of calculating the leave. Also, the leave should be accumulative up to 60 days. Casual leave to be introduced for 15 days in a calendar year, Sick leave to be introduced for 15 days in a year.

7. Wages for Weekly Day of Rest:

Workmen should be paid full wages for the weekly day of rest after having worked for six days in the week.

8. Enhancement of House Rent Allowance:

Workmen should be paid house rent allowance at the rate of 30% of monthly wage or Rs. 150/-, whichever is higher, as against flat payment of Rs. 20/- at present.

9. Payment of 100% Fall Back Wages for the period of Holdup or Breakdown:

A piece-rated worker to be paid 100% fall back wages in the event of such breakdown or holdups taking place.

10. Introduction of Shift Allowance for 2nd and 3rd Shift:

Shift allowance to be introduced at the rate of Rs. 5/- per shift per head for second shift and Rs. 7/- per shift per head for third shift.

11. Enhancing of Paid Holiday:

Paid holidays should be granted for 14 days per year as against seven days paid at present.

12. Privilege Leave:

Privilege leave to be granted for one day for every ten days worked.

13. Casual Leave:

Casual leave to be granted for 15 days in a calendar year.

14. Sick Leave:

Sick leave to be allowed for 15 days with wages in a year exclusive of E.S.I. leave.

15. Weekly Off:

Payment should be made @ 1½ times of extra wage for working on normal weekly day of rest.

16. Payment of House Rent Allowance:

The existing fixed house rent allowance to be revised at the rate of 30% of monthly pay or Rs. 150/-, whichever be more.

17. Wages for Breakdown or Hold-Ups:

100% payment of fall back wages to be paid for the period for breakdown and hold-up.

18. Job Description:

Job description of the existing jobs to be made.

19. Leave Travel Concession:

Leave travel concession to be given to all workmen @ Rs. 800/- per year.

20. Uniforms:

Uniforms to be supplied to the workmen in tyre building, curing section and to watchmen, besides washing allowance @ Rs. 15/- per month.

21. Free Transport:

Free transport to be provided to all the workmen to pick up duties and in the event of bus strike, agitation or accidents full salary to be paid for days workmen not being able to attend the duties.

22. Out-Duty Allowance:

Out-duty allowance to be paid at the rate of Rs. 15/- to the drivers while on duty.

23. Trainees and Training period:

All trainees should be kept in Group IV category. Training period should be reduced to three months. No trainee should be put on independent charge.

24. Leave Reserve Workers:

Leave reservation to be provided to the extent of 100% or above to Group C.

25. Canteen Supervisor:

Canteen supervisor to be appointed and canteen subsidy to be made available to the extent of 75% of the total costs.

26. Demands for Milk Supply:

Free milk to be supplied to all the workmen in Banbury laboratory and other engineering sections of the factory.

27. Free Tea:

Free tea to be supplied twice besides snacks per shift to all the workmen of the factory.

28. Library Facilities:

Recreation room to be provided together with library facilities.

29. Recreation Room Facilities:

Adequate recreation room facilities to be provided in the factory.

If the answer be in the negative, to what relief if any, are the above mentioned workmen entitled to under the separate heads of demand and from which date.

By order and in the name of the Lt. Governor of Goa,
Daman and Diu.

N. D. Vengurlekar, Under Secretary (Industries and Labour).

Panaji, 15th June, 1981.